



Your Guide to KPMG Apprenticeships

Parents & Carers





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An intro to our apprenticeships

As a parent or carer, you want the best possible future for your child. At KPMG, our apprenticeships offer unique opportunities that are a fantastic alternative to university.

About KPMG:

KPMG is one of the Big Four professional services firms, helping some of the biggest companies in the UK solve their toughest challenges.

We support businesses to make smart decisions, stay competitive and grow sustainably, to benefit the economy and our communities as a whole.

Our work involves:



Giving companies assurance in their financial reports



Helping with tax strategies



Leveraging technology to improve operations



Building towards a more sustainable future

About our apprenticeships

Finishing school can feel really overwhelming. After all, there are so many choices – and not everyone wants to take the traditional university route.

A KPMG Apprenticeship can be an excellent alternative for many reasons:

- There is a mix of real-life work and academic study, with many opportunities to expand their knowledge
- Instead of building up student debt, we cover all tuition costs
- Our apprentices are paid an annual salary of £23,000-£25,000 (depending on location)
- The programme is spent working towards a highly regarded university-equivalent degree or professional qualification

In this guide, we'll explore what KPMG Apprenticeships are all about, so you can help support your child in making this big decision. Help set them on a path towards a bright and successful future.





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Taking the apprenticeship route

Overview of our apprenticeships

An apprenticeship is a fantastic way to kick-start a career. It blends practical work experience with academic learning, allowing young people to earn a salary instead of building up student debt.

There's a mix of learning on the job while studying towards valuable qualifications or degrees, which are viewed very highly by employers.

For those who are leaving school, wanting a career change, or just aren't sure about university – **an apprenticeship** can be the ideal stepping stone to a successful career.

Myth-busting apprenticeships

Let's bust some myths surrounding apprenticeships, and highlight why they're a great route to take.

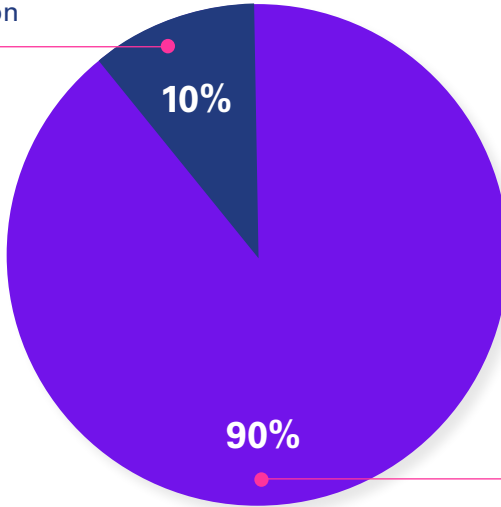
"Apprenticeships are only worth it for trade-based jobs."

Actually, our apprenticeships cover a wide range of professional services beyond trade work, such as Audit, Tax & Law, Consulting, KPMG Business Services and Technology & Engineering.

Many people don't realise that at KPMG, our apprentices can gain a uni-equivalent degree or professional qualification that's fully funded by us – leaving them with zero debt. Plus, the addition of real-world experience and skills can make them even more attractive to future employers.

"Future employers would rather you have a university degree."

Apprentices **not offered** permanent employment during or after graduation



Apprentices **offered** permanent employment during or after graduation

Source: UCAS

“University is a more social and supportive environment.”

This isn't always the case. At KPMG, apprentices join a supportive community with a cohort of like-minded people. The immersive induction week is a chance to chat with fellow peers and meet their mentor, who will supply constant support from day one in their new environment.

I wasn't hugely keen on going to university. Why spend money on tuition fees, if you could get the same qualifications whilst also getting paid and gaining amazing on-the-job experience?

- David, KPMG Apprentice





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Introducing KPMG

Our five business areas

Our apprenticeship programmes span our five business areas:

Audit: helping organisations maintain trust in their reporting by looking for accuracy and compliance in their financial and ESG (environmental, social and governance) records – *a great pathway for problem-solvers who are detail-oriented.*

Tax & Law: supporting companies to navigate complex tax laws by advising on tax strategies and ensuring compliance – *great for those who enjoy analytical thinking and want to make a tangible impact.*

Consulting: helping organisations to solve complex problems, improve business performance and grow sustainably – *a great choice for critical thinkers who want to help businesses succeed.*

Technology & Engineering: working on projects to implement advanced tech solutions that improve businesses' efficiency, security and overall performance – *great for tech-savvy individuals who love innovation.*

KPMG Business Services: supporting essential business functions across our internal KPMG teams, ensuring operations run smoothly and efficiently across various sectors – *perfect for organised, efficient young people who enjoy solving problems.*

Where a KPMG Apprenticeship can take you

With such varied pathways to choose from, it's no surprise that KPMG apprenticeships open up a world of possibilities for onward career progression.

Tech & Engineering	Software Developer, Cybersecurity Specialist, Cloud Engineer, DevOps Engineer
KPMG Business Services	Business Analyst, Project Manager, Operations Manager
Audit	Auditor, Financial Analyst, Financial Controller
Tax	Tax Consultant, Compliance Specialist
Consulting	Management Consultant, Strategy Consultant, Technology Consultant

Why choose KPMG

Support

On our programmes, each apprentice will receive their own dedicated mentor, who will offer regular progress and well-being check-ins. In a diverse, inclusive and supportive environment, young people will be building strong connections from day one. They'll also have the support of their cohort, along with:



A 5-day immersive induction, to meet fellow peers and gain a deeper understanding of what awaits them



Flexible/hybrid schedules



Health and well-being benefits



Volunteering days

The apprentices really support each other – through all the exams and all the career milestones. I've made some great friends.

- David, KPMG Apprentice

Learning and development

With a weekly split between working on projects and studying for a qualification, young people will receive the perfect balance of real work experience combined with academic study.

I get the chance to work three days a week on real technology problems, and then spend two days a week studying towards my Digital and Technology Solutions degree at Queen Mary University of London

- Mario, KPMG Apprentice

Professional growth and qualifications

Apprentices will follow a structured learning programme with dedicated study time, gaining skills for life while working towards professional qualifications and accreditations, such as a degree or the ACA qualification.

Work-life balance

We understand the importance of a work-life balance, and ensure that our apprentices have flexible schedules to balance work and exams. With a supportive culture that values personal time and well-being, there will always be a friendly face to make sure that everyone feels valued and happy.

KPMG helps me to work around my priorities, such as my exams and where I want my career to progress.

- Lydia, KPMG Apprentice

Sense of community

Our vibrant and supportive community has a strong emphasis on inclusion. Along with strong peer and mentor support, we have a highly collaborative environment that fosters both personal and professional growth.

The office is a very diverse place, there's lots of people that you can speak to, ask for advice - there's lots support around you.

- Cajsa, KPMG Apprentice

Real-world experience

They'll get a taste of working on projects for some of the UK's biggest businesses, while networking, collaborating and socialising with other professionals.

Earn while you learn

While working towards their qualification, our apprentices will earn an annual salary of £23,000 for UK regions and £25,000 for London, with all their tuition fees covered by us. They'll kick-start a business career without building up any student debts.

KPMG stood out from the crowd for me, being one of the Big Four and because I could get work experience straight away. That's invaluable, it really sets you apart.

- Hafsa, KPMG Apprentice

Being an Indian parent, it was never an easy decision to approve a path less traveled. But Tahiya's determination, combined with KPMG's structured support, has proven apprenticeships to be a fantastic choice. Over three years, she has gained invaluable work experience, financial independence, and a strong career foundation, all while learning the value of giving back. Now, we fully support apprenticeships as a viable career option. I wish I had an option like this back in my days.

- Samit, parent of Tahiya (a current KPMG Apprentice)





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Become an apprentice

What to expect when applying

For a more detailed breakdown of each stage, head to [our careers site](#).

So, you think your child could be a great fit for a KPMG Apprenticeship? Let's show you what they can expect, so you can be there to support them every step of the way.



Stage 1: application

The first step is completing a quick 30-minute online form, where they'll share their academic background and any work experience. There's no need for a CV.



Stage 2: online assessment

Next is an online assessment where they'll help fictional businesses solve real-world challenges (about 90 minutes long).



Stage 3: delivering outcomes

If all goes well, the next step will be a written assessment that includes video tasks related to their chosen field (about 60 minutes long).



Stage 4: launch pad

The final stage is an exciting in-person event, where they'll participate in interviews, meet KPMG professionals and take part in group activities. Successful candidates will receive job offers. To hear more about the day, [click here](#).



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Resources**



Read about our different schemes, and find out how to apply, on our **careers site**.



Explore what our apprentices get up to on social media: Take a look at #KPMGUK on Instagram.



Take a look at our apprentices' stories on our **YouTube channel** and our **people profiles**.



Encourage your child to sign up to our **Talent Community** for exclusive early access to roles.

The KPMG logo is centered on a solid blue background. It features the letters 'KPMG' in a bold, italicized, white sans-serif font. Above the letters, there are four white-outlined squares of equal size, each positioned directly above one of the letters: 'K', 'P', 'M', and 'G'.

KPMG